2025 Manitoba Diving Association
Annual General Meeting

NOTICE OF MEETING
2024-2025 Annual General Meeting

Pan Am Pool
Boardroom

Tuesday, November 25, 2025
7:00PM to 7:30PM

Manitoba Diving Association
2024-2025 Board of Directors

President	Brandon Christopher
1st Vice President	Jamie Profeta
Treasurer	Garett Surcon
Secretary	Noelle Merkel-Lajoie
Technical Director	MP Berman
Member At Large	Elizabeth Pennington
Member At Large	Adam Berman
Club Representative	Dallas Ludwick

Staff

Executive Director	Ken Stevens
Bookkeeper	Linda Ferguson

2025 Manitoba Diving Association Annual General Meeting

AGENDA

Tuesday, November 25, 2025

A. Call to Order
B. Establishment of Quorum
C. Appointment of Scrutineers
D. Approval of the Agenda
E. Declaration of Any Conflicts of Interest
F. Adoption of Minutes of 2023-2024 Annual Meeting
G. Executive Reports
H. Review and Approval of Auditors' Report and Financial Statements
I. Appointment of Auditors
J. New Business
    a. Changes to By-laws within Constitution
K. Election of New Directors

    Positions to be Elected

    - Treasurer
    - Director

L. Adjournment

2024 Manitoba Diving Association Annual General Meeting

AGENDA

Tuesday, November 26, 2024

A. Call to Order **7:19 PM**

B. Establishment of Quorum

i. From the Board:

- Brandon Christopher
- Ken Stevens
- Noelle Merkel Lajoie (Virtual)
- Garrett Surcon
- Elizabeth Pennington
- Jamie Profeta

ii. Members from:

- Ilya Yunanov
- Dallas Ludwick
- Peter Bernatsky
- Jason Kelly
- Will Hedges
- Maya Levine
- Linda Ferguson

iii. Regrets from the Board:

- MP Berman
- Adam Berman

C. Appointment of Scrutineers

- Linda Ferguson (Contract Bookkeeper for Dive MB)

D. Approval of the Agenda

- **Approved Elizabeth and Will**

E. Declaration of Any Conflicts of Interest - **N/A**

F. Adoption of Minutes of 2022-2023 Annual Meeting

- **Jason & Garrett**

G. Executive Reports - **Motioned Peter & Jason**

- **Presidents Report:** (See full report)
  - Another successful year and brings thanks to coaches, parents, athletes, and both boards and the developing relationship between both.
  - Highlights the Training Squad program
  - Talks about the success of the Inaugural awards gala

2024 Manitoba Diving Association Annual General Meeting

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- Results from high diving has been an excellent success
- **Technical Director Report:** (see full report)
  - **Action:** Mila Mortele added to Canada Games Training Squad
  - Highlights the outstanding results from the previous year and looks ahead to the new year
- **Executive Director Report:** (see full report)
  - Highlights the updated 5 year Strategic Plan which can be found on the Dive MB website.
  - Spent the year updating seven policies and the board is working on three more for the next year.
  - A big year for judges and coaches development. With
  - The awards gala, for an inaugural event, had a successful turnout and Ken is excited to take the feedback we received to the Board to make improvements for next year.
    - Reviewed the winners; Dallas Ludwick honored in person as the recipient of the Coaching Impact Award – Performance.
  - Continuous improvements to make the dryland training facility the best in the country, much of this is thanks to Revolution, the Board, and various grants.
  - Priorities to improve our social media presence and live streams through youtube; presence also extends to various communication apps such as Activity Messenger, Heja, and Slack.
  - Merchandise was introduced at Summer Provincials this year, looking to next year we will aim to make pre-orders.
  - General call for volunteers for the coming year.
  - Upcoming closures to the Pan Am Pool are still unsure, projected to be closed in 2026. Ken assured me that he is working on this.

H. Review and Approval of Auditors' Report and Financial Statements **Motioned Elizabeth & Jason**

- **Action:** add a line item to pay the auditor.

I. Appointment of Auditors - **Motioned Peter & Elizabeth**

- Recommended to stick with current Auditor

J. New Business

- Sideline Scout: a style of video playback for training and/or competition.

K. Election of New Directors

- Positions to be Elected:

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AGENDA

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- **President:** No new nominations - Brandon to serve another full term
- **Secretary:** No new nominations - Noelle to serve first full term
- **Member At Large:** No new nominations - Elizabeth to serve first full term

L. Adjournment 8:04 PM **Motioned Jason & Dallas**

2025 Manitoba Diving Association Annual General Meeting

Overview of Changes to Articles 4 & 5 (Governance and Officers)

Tuesday, November 25, 2025

Overview of Changes to Articles 4 & 5 (Governance and Officers)

1. Board Composition

Old:

- 7–9 Board Members
- Included: President, Vice-President, Treasurer, Secretary, Technical Director, two Directors-at-Large, plus non-voting Executive Director, Athlete Representative, and Club Representatives.

New:

- **5–7 Board Members**
- **Positions:**
  - President
  - Treasurer
  - Secretary
  - 2 Directors
  - 2 Optional Directors (if needed)
- **Non-Voting Members:**
  - Club Representative
  - Executive Director
  - High Performance Coach

Key Impact:

Streamlines Board size, removes Vice-President and Technical Director roles, and adds flexibility with optional Directors.

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2. Terms of Office

Old:

- 2-year terms

New:

- 3-year terms
- Maximum of 2 consecutive terms per position (6 years total).

Key Impact:

Improves leadership continuity and succession planning.

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3. Number of Board Meetings

Old:

- Minimum **6** per year

New:

- Minimum **4** per year

Key Impact:

More efficient scheduling while maintaining governance obligations.

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4. Chair of Board Meetings

Old:

- President, or in absence, the Vice-President chaired meetings.

New:

- President, or another Director chosen by the Board in the President's absence.

Key Impact:

Removes dependency on the Vice-President role.

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5. Appointment of Non-Voting Members

Old:

- Athlete Representative appointed by divers.
- Executive Director ex officio (non-voting).
- Club Representatives appointed by clubs.

New:

- High Performance Coach, Executive Director and Club Representatives remain non-voting.

Key Impact:

Reflects current operational structure and clarifies voting rights.

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6. Election of Directors

Old:

- Split between two alternating election years (President/Secretary vs. Vice-President/Treasurer/Technical Director).

New:

- 3-year staggered rotation for continuity across positions:

Year	Positions Elected
Year 1	President, 1 Director
Year 2	Treasurer, 1 Director
Year 3	Secretary, 2 Optional Directors

Key Impact:

Ensures consistent leadership turnover while maintaining experienced members on the Board.

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7. Nominations and Eligibility (4.5–4.10)

Old:

- Included outdated role references (Vice-President, Technical Director, Directors-at-Large).

New:

- Updated to match new Board structure.
- Clarified eligibility (18+, legally capable, not bankrupt, no conflict with club boards).
- Nominating Committee responsibilities simplified and modernized.

Key Impact:

Cleaner, more transparent nomination and election process.

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8. Executive Committee

Old:

- President, Vice-President, Treasurer, Secretary.

New:

- President, Treasurer, Secretary only.
- Executive Director supports but is non-voting.
- Each Executive role elected on its own 3-year rotation cycle:

Year	Position Elected
Year 1	President
Year 2	Treasurer
Year 3	Secretary
Repeat	Every 3 years

Key Impact:

Simplifies executive structure, ensures leadership stability, and eliminates redundancy.

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9. General Clean-Up & Clarity

- Removed all references to *Technical Director, Vice-President, and Director-at-Large*.
- Updated wording for quorum and teleconference participation (no functional change).
- Clarified that all non-voting members (Executive Director, HP Coach, Club Reps) may attend but cannot vote.
- Added a consistent reference format and improved readability.

Summary of Intent

These changes:

- Simplify Dive Manitoba's governance model.
- Improve efficiency and clarity.
- Ensure long-term continuity through staggered elections.
- Reflect the current operational reality and structure of the organization.
- Strengthen compliance with good governance practices.

2025 Manitoba Diving Association Annual General Meeting

SLATE

Tuesday, November 25, 2025

Positions to be elected:

1. Treasurer
2. Director

Nominees willing to stand for open positions:

Treasurer: Garett Surcon

Garett Surcon, a portfolio manager with BMO Private Wealth, currently serves as Treasurer with Dive Manitoba. He has a son who is currently coaching Revolution Diving and a daughter who plays hockey. Garett is a past Treasurer and chair of the Canadian Mental Health Association (Manitoba and Winnipeg), and currently sits on the Finance and Administration committee, as well as the major donor cabinet at United Way Winnipeg.

Director: Jamie Profeta

Jaime is a masters diver and mom to two daughters who have also participated in the recreational and competitive programs with Revolution Diving. She can usually be found volunteering on the pool deck during competitions doing scorekeeping, announcing, and judging when she isn't in the pool competing in the masters events. She is trained as a commercial pilot, formerly was Chief Flight Instructor at both the Winnipeg Flying Club and for Primary Training for the Canadian Air Force, and now works as a consultant and technical writer in the aviation industry.

Additional nominations may be made from the floor at the Annual General Meeting or by forwarding Nomination Forms to Executive Director Ken Stevens of Dive Manitoba at diving@sportmanitoba.ca

2025 Manitoba Diving Association Annual General Meeting

MANITOBA DIVING ASSOCIATION BOARD OF DIRECTORS NOMINATION FORM

Tuesday, November 25th, 2025

Name of person nominated: _____

Signature of person nominated: _____

Nominator #1: _____

Signature: _____

Nominator #2: _____

Signature: _____

COMMENTS (add separate sheet if more space is required):

_____

_____

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Nominations need to be forwarded to the Dive Manitoba Executive Director Ken Stevens (diving@sportmanitoba.ca) at least 7 days prior to the election or made from the floor at the Annual General Meeting.

Date received by Administration: ____/____/____